


	Position Title: Regional Director, South East Victoria	Team: Senior Leadership Team	  
	Band:	Supervisor: Director of Services/Deputy CEO	Date: April 2021

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision together.</p>	<p>This newly created position of Director of the <i>South East Victorian</i> Region provides an impactful opportunity for a future focussed individual to lead a recently merged region of <i>South Eastern Victoria</i>. Key to the role is ensuring that high- quality programs are delivered to our service users accessing services in this region of Victoria covering both the Southern Metro and Gippsland areas. Leading an enthusiastic group of practice experts and leveraging off a reputation for high quality service delivery in the sector, this role will be responsible for continuing to develop and diversify service offering across this larger region, capitalising on the multitude of opportunities to enhance pathways and outcomes for children, families and communities.</p> <p>The Director South East Victoria is a member of the Senior Leadership Team of the Services area and reports directly to the Deputy CEO/ Director of Services. Championing a culture of collaboration, this position is expected to lead by ensuring the organisation’s vision, goals and annual priorities are achieved and that our organisational Values are promoted and celebrated.</p> <p>The role requires an inspiring leadership presence, a highly collaborative approach, a deep understanding of implementing change across 2 established sites who have recently merged and leading people towards a clear vision for the future. A deep understanding of statutory systems and programs is also critical.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>Key accountabilities in this role include:</p> <ul style="list-style-type: none"> To provide the leadership to ensure that Berry Street is recognised as a strong and innovative child and family services agency in the region and sector. To enhance the strategic capacity of the organisation to take opportunities for policy and service development and manage change in a constructive manner. To represent Berry Street’s programs in South East Victoria in a way that is Innovative, values driven and ensuring this aligns with Berry Street’s overall strategic direction. To ensure the provision of a range of high- quality responsive services through appropriate policy and program development, supervision, support, professional development and staff appraisal systems. <p>To support and lead staff through a significant period of change, using change management practices and expertise.</p>

REPORTING RELATIONSHIPS

This role is based at our Morwell Office with occasional travel required into the metro region in South East Melbourne. There will be some flexibility around working from home on a weekly basis.

This role reports directly to the Deputy CEO/Director of Services who will provide supervision and support.

This role has 3 direct reports: 2 x Assistant Directors and 1 Senior Manager of Administrative Operations

EXPECTATIONS

- Act in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to service delivery that prioritises diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated experience in successfully developing and leading complex service delivery in a community services organisation.
- Demonstrated ability to contribute to a senior leadership teams in a collegiate, effective and strategic manner.
- Highly developed analytical and conceptual skills and a demonstrated capacity to use data to lead policy development and influence internal and external stakeholders.
- Demonstrated experience in managing high level relationships with government and other industry stakeholders.
- Ability to lead an ongoing response to the Covid-19 pandemic and apply judgement in a high-risk service environment.
- Demonstrated experience in effectively developing and implementing significant operational change agendas.
- Excellent written and oral communication skills (including policy and Board papers, Government submissions, public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies
- Demonstrated extensive experience in child and family services, including experience with statutory service users.
- Proven ability to develop strong relationships with industry and government stakeholders.

QUALIFICATIONS AND OTHER REQUIREMENTS

- Graduate qualification in Social Work or relevant area is essential.

DESIRABLE

- Post Graduate qualification in Social Work/Business or relevant area.
- Experience in managing large scale change across a broad geography

- Must hold a valid WWCC, satisfactory criminal record check, current driver's license. Subsequently, staff must report any criminal charges or court appearances.
- Extensive experience in leadership in the child and family services field, including experience with statutory clients; a sophisticated understanding of current issues; and awareness of future directions.
- Excellent time management skills and the ability to manage multiple demands.
- Demonstrated commitment to the provision of high- quality services and a culture of continuous learning.
- Excellent interpersonal and communication skills; the ability to liaise and negotiate with funding bodies and other agencies; and the capacity to promote and represent Berry Street in the community.
- Ability to work within and take a leadership role in partnerships.

- Experience in managing remote teams

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Planning & Strategy	<ul style="list-style-type: none"> Facilitate the development and review of an annual Berry Street South East Victoria operational plan. Contribute to Berry Street’s strategic planning and undertake activities as described in Berry Street’s Business Plan. Understanding the external environment in which the organisation is operating and ensuring the region responds proactively and effectively.
Service Delivery and Development	<ul style="list-style-type: none"> Provide leadership and oversight of service delivery, ensuring services are planned and delivered in a way that maximises their quality, effectiveness and efficiency within the region Promote a culture of continuous improvement and ensure that systems exist to allow this to occur. Work with operational teams to ensure that the voice of the child is captured in the work that we do. Ensure that initiatives driven from Berry Street are implemented as prescribed and embedded in the work of region. Ensure services are compliant with key organisational requirements and that all contractual obligations and standards are met, including data collection. Ensure the effective implementation of major projects and practice initiatives and work with relevant leaders to monitor and review implementation.
Leadership and Management	<ul style="list-style-type: none"> As a member of the SLT/OLT provide regional leadership and role model the values and culture expected within Berry Street. Support the Assistant Directors and all Leaders in the region to provide leadership for their program teams, including strategic planning, change management, professional development and performance management and the maintenance of a healthy work and learning environment. Review the annual Budget in consultation with the Executive Director- Services and manage resources within this budget.
Networking, Promotion and Advocacy	<ul style="list-style-type: none"> Identify service user needs and service gaps within the South East Victorian region; identify opportunities to enhance and extend Berry Street services; and participate in funding submissions. To lead the “pitch” for new work within the South East Victorian Region Promote strong relationships with key Department of Families, Fairness & Housing (DFFH) personnel, other Departments and Local Government about the development of Berry Street services Liaise with other community agencies in the region and develop appropriate and strategic working relationships and alliances. Promote Berry Street programs within the region and to the wider community, in line with Berry Street marketing, organisational and regional strategies. Play the lead role in representing Berry Street within the region, and ensure staff are involved in appropriate forums and activities. Represent Berry Street in key forums and take on leadership roles as appropriate. Identify and promote existing and new opportunities to leverage Berry Street’s strengths and relationships to build our profile in the region
Organisation Culture	<ul style="list-style-type: none"> At all times, act in accordance with the Berry Street Code of Conduct noting that Berry Street is a Child Safe Organisation committed to: <ul style="list-style-type: none"> Cultural safety, inclusion and empowerment of Aboriginal and Torres Strait Islander children, families & communities.

	<ul style="list-style-type: none"> ○ The safety, participation and empowerment of all children and young people, including those who identify as LGBTIQ+, those with a disability and children and young people from culturally and linguistically diverse backgrounds.
Other	<ul style="list-style-type: none"> • Undertake on call responsibilities as part of a roster, providing out of hours support on key operational incidents. • Participate in the Service and Practice Leadership Group and other Berry Street meetings, as appropriate. • Provide monthly reports to the Executive Director of Services and regular reports to the CEO, as required. • Other duties as directed

APPLICATION INSTRUCTIONS

Tell us why you're interested

Please go to www.fisherleadership.com and click on 'APPLY ONLINE' using the reference **BSTrds0421**, addressing your detailed cover letter that aligns to the KSC in the Position Description and resume to Kate Wheeler of Fisher Leadership, or call +61 1300 347 437 for further information.

Applications close midnight on Tuesday 15 June 2021.



INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Occasional
	Work in unstructured environments (e.g. outreach).	Not applicable
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Rostered
	Work in an open plan office and/or work from home	Daily
	Work in buildings which may be two-storey.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Rarely
People Contact	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Occasional
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Occasional
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Occasional
	Facilitate access to specialist, generic and community services.	Occasional
	Undertake training and professional development activities.	Occasional
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including laptop, mobile phone, Skype, Zoom and the Microsoft Office suite of products.	Daily
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Occasional
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Not applicable